



DIVERSITY COUNCIL

2000 ANNUAL REPORT

Workplace Vision: *Goddard employees respect, appreciate, and value individual differences so that we can capitalize on the strengths of a diverse workforce to better perform our mission through teamwork and innovation.*

Message from The Chair

I am very pleased to share with you the first annual report of the Goddard Space Flight Center(GSFC) Diversity Council. The Council represents every major organization of the Center. I invite you to please read this report to learn about our achievements of the past year, the activities of the present, and plans for the future. I also invite you to visit the diversity Website at <http://diversity.gsfc.nasa.gov/>.

Our workforce is the most important resource and capital investment that we can make. With the creation of the Council in 2000, we are better able to focus our efforts on maximizing the potential of every employee by identifying issues and actions, proposing policies, and developing strategies to make sure the Center attains, fully utilizes, and maintains a highly skilled and diversified workforce.

Diversity is everyone's responsibility. With your help, we will make Goddard an Employer of Choice, a place where every employee counts for who they are, and what they do. Diversity is also a way of looking at how we conduct business that takes full advantage of our differences to seek solutions from varying points of view. To gain that valuable insight, each of us needs to consider differences and be inclusive of others in discussions and actions. Together we can be better.

This report is important to us and I hope you will pass it to your colleagues. Our commitment to diversity is genuine and our willingness to work towards greater inclusion is honest. The Council is anxious to hear from you and appreciates your constructive comments as we seek to build an even better GSFC in the future.

This year, as we celebrate the 75th Anniversary of Dr. Robert Goddard's first liquid fueled rocket launch ,we can reflect upon the success of GSFC over the past 42 years of its existence, and remember Dr. Goddard's famous quote, "it's difficult to say what is impossible, for the dream of yesterday is the hope of today and the reality of tomorrow." I hope you will work with us as partners as we seek to fully capitalize and demonstrate how meaningful our individual differences can help deliver us into the next 40 years with continued successes.

W.F. Townsend
Deputy Director

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INTRODUCTION/HISTORICAL BACKGROUND

The year 2000 was an exciting year for the Diversity Council. Prior to 2000, discussions were held by an EO Council Redesign Committee that recommended the appointment of a Diversity Manager, and the creation of the Diversity Council (to consist of the Deputy Directors of, the Chairs of the EO Advisory Committees and representatives from the unions), with the Executive Council handling affirmative action responsibilities.

A subsequent Goddard Policy Directive, GPD 3000.1 that formally created the Diversity Council and defined the responsibilities and membership of the Diversity Council was released on June 27, 2000.

PRIORTIES FOR 2000

As the year commenced, the Goddard Space Flight Center Diversity Council convened its first meeting in January. Key points leading up to the formation of the Council were summarized and the results of the EO Council Redesign Committee were presented. Also discussed were the establishment of the new position of Diversity Manager and Council members' expectations for the Council.

In February, the Council identified nineteen areas of potential focus. A vote was taken in March 2000 to prioritize these areas with the top four areas selected as those the Council would begin to immediately study and/or implement. The actions selected (and subteam formed to address each) were:

- Determine Next Steps on Diversity Dialogs (Diversity Dialog subteam)
- Analyze the 2000 Culture Survey results from a diversity point of view (Culture Survey Analysis subteam)
- Create a Diversity Website (Communications subteam)
- Identify issues and opportunities for a Quality of Work Life Program (Quality of Work Life subteam)

In May, the Diversity Council held a retreat with Marilyn Loden to lay the foundation of the understanding of workforce diversity. Objectives included establishing a common understanding on how the Council would operate, the Council's relationship with Directorates and other diversity activities, developing the Council into a team, and how to assure that the Council is dealing with the implementation/action aspects of the Council's responsibilities. The Retreat was used to finalize the Business Case for Diversity that had been in development over the previous several months.

In July, the Special Assistant for Diversity was selected to provide a Center focus to champion the activities and systems necessary to develop, emphasize and institutionalize workforce diversity as a key value and integral strategy for achievement of Goddard's mission.

In September, the Business Case for Diversity was disseminated to Center employees. Feedback and reactions were also solicited from employees.

In November, a second retreat was held with Trevor Wilson. The Council began to think about a more strategic approach to diversity implementation, how to strengthen the Council's understanding of what it takes to move the Center towards its diversity vision, and how to introduce innovative processes for management and measurement of the diversity program.

When the year ended, the Council was working on a number of projects stemming from the four subteams' efforts.

- A call for nominations for the Diversity Dialog Project (DDP) was made, with the DDP scheduled to begin in early February.
- The Culture Survey Analysis subteam provided recommendations to the Council, and a presentation was also made to the Executive Council. The recommendations were accepted and work began on their implementation.

- A Quality of Work Life Program was being integrated. A benchmarking study was completed along with an inventory of Goddard's activities.
- The Diversity Website was launched. The address is <http://diversity.gsfc.nasa.gov/>. It is an interactive website, giving information on events and issues of importance to our employees.

In addition to the subteams' activities, the Council is in the process of implementing the following activities:

- integrating directorate diversity activities by coordinating with directorates' diversity focus groups, and having Deputy Directors report on their directorates' diversity activities during the Council meetings.
- working with the Office of Human Resources to incorporate diversity concepts in managerial, supervisory and leadership training programs on the Center.
- reviewing diversity training course offerings for Center employees.
- arranging for a speaker on diversity at the Director's Colloquium series.
- defining metrics for accountability and responsibility.

All in all, it has been a busy year and we look forward to continuing the projects and programs started in 2000.

MEMBERS OF THE DIVERSITY COUNCIL

Name	Title	Code
William F. Townsend, Chair	Deputy Center Director	100
Sharon Wong	Special Assistant for Diversity	100
Jerry Simpson	Director, Office of Human Resources	110
Dillard Menchan	Chief, Equal Opportunity Program Office	120
Jan Ruff	Chief, Public Affairs Office, Code 100 Representative	130
Paula Gal-Edd	Deputy Director, Regional Finance Office	151
Alison McNally	Director, Management Operations Directorate	200
Wentworth Denoon	Deputy Director, Office of Systems Safety and Mission Assurance	300
Diane Williams	Deputy Director for Planning and Business Management, Flight Programs and Projects Directorate	400
Krista Paquin ***	Deputy Director for Planning and Development, Applied Engineering and Technology Directorate (AETD)	500
Jim Barrowman	Deputy Director, Space Sciences Directorate	600
Alda Simpson	Associate Director, Systems, Technology and Advanced Concepts (STAAC) Directorate	700
Craig Purdy	Deputy Director, Suborbital and Special Orbital Projects Directorate	800
Dot Zukor	Deputy Director, Earth Sciences Directorate	900
Lucien Cox	Chair, African American Advisory Committee (AAAC)	572
Cle Hunt	Co-Chair, Advisory Committee on Asian and Pacific Americans Employees (ACAPAE)	541
Pat Coronado	Chair, Hispanic Advisory Committee for Employees (HACE)	935
Jennell Dewitt	Chair, People with Disabilities Advisory Committee (PWDAC)	292
Felicia Donnell	Chair, Women's Advisory Committee (WAC)	540
Roland Wescott	Vice-Chair, Wallops Equal Opportunity Advisory Committee for Minorities and People with Disabilities	803
Tom Fountain	Steward, WAMTC	227.1
Stan Williams	President, Wallops AFGE Local 2755	546
Said Zewari	President, GESTA	544

*** Krista Paquin resigned from GSFC in February 2001. Valorie Burr is currently Acting Deputy Director for Planning and Development, Applied Engineering and Technology Directorate (AETD).

SUBTEAMS

Diversity Dialog subteam -- team chartered to develop and implement the Diversity Dialogs Project (DDP). The purpose of the DDP is to facilitate a deeper understanding of diversity issues among Center employees. Emphasis is placed on enhancing personal growth and effectiveness through the processes of listening, introspection, finding meaning, and building acceptance for differing perspectives.

Members:

Lucien Cox
Jan Ruff
Dan Krieger
Wentworth Denoon
Tom Fountain
Craig Purdy
Rosa Acevedo

Culture Survey Analysis subteam – team chartered to analyze data from the 1999 Goddard Culture Survey from a center diversity perspective and to report the findings and recommendations to Goddard management and employees at large.

Tom Weber *
John Hrastar **
Krista Paquin ***
Chopo Ma *
Alda Simpson
Paula Gal-Edd
Wayne Boswell

Quality of Work Life subteam – team chartered to develop an integrated Quality of Work Life Program to help employees handle work and family issues that may impact the work environment, develop a friendly workplace/work life and provide a well-balanced and stress-reduced environment.

Alison McNally
Dot Zukor
Dillard Menchan
Diane Williams
Stan Williams
Jerry Simpson
Felicia Donnell

Website and Communication – team chartered to develop and maintain a consolidated website, and to develop a communications plan.

Jan Ruff
Sharon Wong
Barbara Justice *
A representative from the other three subteams

* Terms of the chairs for the Employee Advisory groups expired at the end of 2000.

** John Hrastar was promoted to Director of the Systems, Technology, and Advanced Concepts (STAAC) Directorate

*** Krista Paquin resigned from GSFC in February 2001. Valorie Burr is currently Acting Deputy Director for Planning and Development, Applied Engineering and Technology Directorate (AETD)

PLAN FOR 2001

Diversity Council

- Engage Executive Council to further demonstrate Goddard Senior Management's commitment to diversity
- Implement subteams' activities
 - Culture Survey Analysis & Recommendations
 - Use focus groups to further explore the issues and concerns raised by A/PI Americans.
 - Share survey results with managers and request that they work with the clerical population to develop actions that address issue of respect.
 - Use focus groups to understand positive views that women hold at Goddard with the goal of sustaining the most effective practices. Encourage expanded use of center-wide mentoring program among women.
 - Develop presentation on people with disabilities for supervisors/ incorporate into supervisory training.
 - Quality of Work Life Program
 - Develop study plan
 - Partner with GEWA and WEMA
 - Establish Directorate QWL points-of-contact
 - Diversity Dialog Project
 - Implement Phase A with ~75 participants (February – June)
 - Implement second set of ~100 participants (July – December)
 - Develop full-fledged communication plan and communicate better what we are doing, what we plan to do, and why
 - Publish feedback to Business Case for Diversity
 - Publish outcomes of subteams
 - Maintain website with current news/activities
 - Provide briefing at All Supervisors and All Hands meetings
 - Produce articles for Goddard News to update employees
 - Develop 'Road Show' to promote diversity at GSFC
 - Diversity Summit or Open House Forum to meet with groups of employees
- Diversity Champion (Bill Townsend) to meet with small groups of supervisors
- Develop plan to measure and encourage diversity on Goddard work teams
- Integrate Directorate diversity activities
- Incorporate diversity concept in supervisory, management, leadership, professional development training
- Develop baseline metrics
- Invite diversity speaker periodically for Director's Colloquium
- Produce annual progress report

Executive Council

- EC Retreat Activities:
 - Dedicate time for facilitated diversity discussion during retreat.
 - Diversity Profile (evaluation of personal perspectives on issues of diversity).
- Implement recommendations from Culture Survey
 - Executive Council
 - Continue the dialog between the African American managers and the management team.
 - Establish and communicate a credible business case for each new Center initiative before beginning.
 - Assure that information is accessible to all.
 - Directorates
 - AETD to develop and articulate a strategic business plan for the technician workforce. Provide training on the development and use of IDP's.
 - Codes 300, 400, 500, 700 and 800 to develop and communicate a strategic business plan, with emphasis on linkage to Center's future direction.
- "Walk-the-talk", i.e., incorporate diversity into all management practices (e.g., practice diversity in formation of teams, in nomination of staff awards and recognition, etc.)
 - Directors must be seen as supporting and committed.
 - Support employee participation in Diversity Dialog Project
 - Support Directorates' Diversity Focus Groups, when applicable